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### THE INFLUENCE OF DISCIPLINE AND LEADERSHIP ON THE PERFORMANCE EMPLOYEES OF BADAN PENGUSAHAAN (BP) BATAM

**Timbul Dompok<sup>1)</sup>, Dedi Epriadi<sup>2)</sup>**

Email: [timbul.dompok@puterabatam.ac.id](mailto:timbul.dompok@puterabatam.ac.id)

<sup>1) 2)</sup> Universitas Putera Batam

#### ABSTRACT

This study aims to investigate the effects of discipline and leadership on the performance employees of Badan Pengusahaan (BP) Batam. By giving respondents questionnaires, this study uses quantitative methods. 100 people make up the research sample. The research yielded the following conclusions: (1) There is a partial influence of discipline on employee performance, as shown by a t-count value of (7.351) > t-table (1.984), (2) There is a partial influence of leadership on employee performance, as shown by a t-count value of (3.632) > t-table (1.984), and (3) There is a simultaneous influence of discipline and leadership on employee performance, as shown by an F-count (126.347) > F-table (3.09).

**Keywords:** discipline, leadership, employee performance

#### INTRODUCTION

Quality organizations are also required to improve good governance, particularly in terms of providing quality services to the community. An organization is a group of people who can work together to achieve the desired results. Organization is basically a need for everyone to engage in cooperative activities. According to a more detailed definition, organizations have characteristics in which two or more people work together in various activities, both within the organization and outside the organization.

Organization is a place for people to communicate with each other in order to improve administrative and managerial processes. There is only one objective pursued methodically, namely the following key parameters or indicators. There are a few things to keep in mind, especially if a large organization such as the government or government is involved. Its organizational goals should be outlined in a formal constitution. (Nawawi 2013).

Every organization may not be able to carry out its duties without the help of others. For this, the most important organizational skill is capital for everyone. According to data from the Badan Kepegawaian Negara (BKN) for the 2017-2019 fiscal year, the number of Civil Servants in Indonesia at the time of writing was 4,538,154 people, with a population of 950,843 in the capital city and 3,587 people. 0.311 people in the province. With the large number of Civil Servants in Indonesia, it is hoped that it will be able to improve the standard of living of the people.

Employees who work in an agency must do their job well or perform well. Performance is the result of work or performance. Other benefits have been identified by Mangkunegara, who believes that work is defined by the quantity and quality of work performed by each individual (Mukarom & Laksana, 2016).

The Indonesian Ombudsman must be acknowledged as an outside watchdog who cares about government transparency, including BUMN, BUMD, and BHMN, as well as the private

sector or other people, in order to improve the working conditions of government organizations in Indonesia. Organizers receive funds that are entirely or partially funded by the state, specifically the APBN or APBD. The Ombudsman of the Republic of Indonesia may conduct investigations and audits in the public sector in order to carry out his mandated services. Standards in each department, organization, and region will be critical for improving public services.

Based on research from 2017-2019, the evaluation and assessment of policy conformity conducted by the Ombudsman of the Republic of Indonesia achieved results from 25 assessments, 11 opinions were in the green area with a high compliance rating (44%), there were 12 opinions They were assessed in the Yellow Zone (48 %) and the Red Zone (8%). In addition, a study of 15 institutions found that there were 2 institutions with high compliance expectations in the red area (13.33%), 3 institutions with high compliance expectations in the yellow area (20%), and 10 institutions. with low compliance expectations (66.67%).

There are up to 618 organizations in Indonesia working to fulfill public service needs. This number consists of 76 institutions at the central level and 542 institutions in the regions. It is hoped that the needs of the population can be fulfilled properly thanks to the many institutions dedicated to serving them. In Indonesia, there is the most well-known and long-standing institution providing services in Batam City, namely the Badan Pengusahaan (BP) Batam.

With the issuance of Presidential Decree No. 74 concerning the development of Batam Island as an industrial area on October 26, 1971, the government formed a group of islands named Batam in Riau Province, knowing the strategic location of Batam Island, which is located on the outskirts of international trade routes in the Malacca Straits.

According to Government Regulation (PP) Number 46 of 2011, the Batam Island Industry Regional Development Authority was renamed the Batam Area Concession Agency, and as of September 27, 2019, the Mayor of Batam also serves in an official capacity as the agency's head (BP). As a very large public service organization, Badan Pengusahaan (BP) Batam must unquestionably be able to manage its human resources, which total 2540 people. This requires strict discipline and exceptional human resource competence. For this reason, the authors are interested in conducting research at the Badan Pengusahaan (BP) Batam Office with the title " THE INFLUENCE OF DISCIPLINE AND LEADERSHIP ON THE PERFORMANCE EMPLOYEES OF BADAN PENGUSAHAAN (BP) BATAM ".

## **Discipline**

According to Hasibuan, what is meant by discipline is disciplining someone to comply with all applicable organizational rules and norms (Hasibuan, 2016). Work discipline is the awareness and willingness of a person or group of people who work for a company to abide by and follow social and corporate rules, both written and unwritten, without the use of coercion. Employees are very disciplined about finishing their work so that their work outcomes improve.

Discipline at work will be crucial for organizational growth; the key is to keep inspiring people to work hard and exercise discipline both individually and collectively. Discipline is also very beneficial in ensuring that workers are submissive to rules or guidelines at work. Any employee who disobeys work rules and regulations will be disciplined or in violation of disciplinary laws.

### **Work Discipline Indicator**

The following factors that affect work discipline in a facility or organization can be researched to learn more about it (Hasibuan, 2016):

- 1) Goal and capacity
- 2) Exemplifying leadership
- 3) Refunding
- 4) Justice
- 5) Strict Monitoring
- 6) Penalties
- 7) Sturdiness
- 8) Relational context

### **Leadership**

A leader is someone who has special advantages/skills, especially advantages/skills in that field, which can influence/carry out the activities/activities of other people personally. Leadership is a person's belief or ability to be able to harm other people, maybe even other humans (Suhardi, 2018). To ensure that others understand the situation, the following components are included:

1. Motivating the ability of others to do the best they can do given their circumstances.
2. The characteristics of people who are good, productive, work effectively, efficiently, and can be role models for society.
3. Behave, someone who is beneficial to other people and those around him

### **Leadership Indicator**

According to Martoyo, leadership indicators include (Martoyo 2015):

1. Analytical Ability
2. Communication Skills
3. Courage
4. Listening Ability
5. Firmness

### **Performance**

Performance is what a company or institution—profit or nonprofit—accomplishes over the course of a given amount of time. Mangkunegara claims that accomplishment of tasks and assignments in accordance with one's respective responsibilities by one's employees, measured in terms of quantity and quality, results in performance (Mangkunegara, 2013). In conclusion, performance can be summed up as the results of individual or group efforts within a structure or organization, assessed in terms of quantity and quality over the allotted time period in order to achieve the structure or organization's goals.

### **Employee Performance Indicators**

According to Wirawan (2012), the following metrics can be used to assess performance:

1. Quantity, or the quantity of the work produced, refers to an employee's capacity to complete a number of tasks as part of routine daily tasks.
2. The caliber of the work, or the capacity of the workforce to complete quality work in a timely and appropriate manner
3. Efficiency, which is the capacity of employees to complete tasks accurately and quickly.

4. Discipline is a method of ensuring that employees abide by organizational and institutional rules, such as accurately entering and exiting the workplace in accordance with the law.
5. Accuracy is the ability of staff members to adhere to and follow leadership's directives.
6. Leadership, or the ability of an employee to persuade other indigenous people to carry out their tasks to the best of their abilities.
7. Honesty, which refers to workers' sincerity in carrying out their tasks and refraining from abusing their position of authority.
8. Creativity is the ability to effectively communicate ideas for efficient work processes, reduced costs, and increased output.

### **Hypothesis**

The following is the study's hypothesis, which is based on the framework and literature review described above:

H1: The Employee Performance of the Badan Pengusahaan (BP) Batam is impacted by Discipline.

H2: Employee performance at the Badan Pengusahaan (BP) Batam is impacted by Leadership.

H3: The performance of the employees of Badan Pengusahaan (BP) Batam is impacted by discipline and leadership.

### **METHODOLOGY**

This research involved 100 respondents from 2540 Badan Pengusahaan (BP) Batam staff, using the Slovin formula approach. After the questionnaire is given, then proceed with data processing with various statistical tests such as validity, regression reliability, t test and f test. All data processing is assisted by using SPSS software.

### **RESEARCH RESULT**

#### **Respondent Profile**

In this study, divided into four characteristics/groups of respondents, namely based on gender, age, education and length of work. According to the data, there are 54 women and 46 men, there were 16 people (18.0%) in the 18–25 year age range, 37 (37.0%) in the 26–35 year range, 31 (31.0%) in the 36–45 year range, and 16 (16.0%) in the over–45 year age range. The data indicates that 27 people (or 27.0%) have a high school diploma. A D3 degree is held by 11 people (11.0%), a Bachelor's degree is held by 60 people (60.0%), and a Masters-S3 level is held by two people (2.0%). There are 28 people (28.0%) who have worked for 1-5 years, 26 people (26.0%) who have worked for 6-10 years, 26 people (26.0%) who have worked for 11-15 years, and 20 people (20.0%) who have worked for more than 15 years.

#### **Reliability Test**

The reliability test is intended to make the research results reliable, so the results of this study are judged by comparing them with Cronbach's Alpha. According to the reliability test results, the Cronbach's Alpha value for the discipline variable is 0.609, for the leadership variable is 0.616, and for the employee performance variable is 0.609. Because all three Cronbach's Alpha values are greater than the critical value of 0.600, it can be concluded that all three variables' questions are reliable.

**Multicollinearity**

The Variance Inflation Factor (VIF) and tolerance numbers in this study indicate the size of the multicollinearity test.

Table 1. Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	TX1	.426	2.347
	TX2	.426	2.347

Source: SPSS Outputs

The two independent variables do not exhibit multicollinearity because their VIF values are less than 10 and their tolerance values are greater than 0.1, as shown in the data above for the variables X1 = 2.347 and X2 = 2.347.

**Test for Heteroscedasticity**

The Rank Spearman test was used to assess heteroscedasticity in this study. The table below shows the Spearman Rank test results.

Table 2. Spearman Rank Test

			TX1	TX2	Unstandardized Residual
Spearman's rho	TX1	Correlation Coefficient	1	.758**	.828**
		Sig. (2-tailed)		.000	.000
		N	100	100	100
	TX2	Correlation Coefficient	.758**	1	.754**
		Sig. (2-tailed)	.000		.000
		N	100	100	100
	Unstandardized Residual	Correlation Coefficient	.828**	.754**	1
		Sig. (2-tailed)	.000	.000	
		N	100	100	100

Source: SPSS Outputs

The results of data processing show that the discipline variable (X1) has a significance value or Sig of 0.000, and the leadership variable (X2) has a significance value or Sig of 0.000, and because Sig. (2-tailed) is less than 0.05, there are no symptoms of heteroscedasticity, implying that this regression model is feasible.

**Regression Linear**

With the help of the independent variables, this test can be used to forecast the dependent variable in a regression equation.

Table 3. Multiple Linear Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	.516	1.920	
TX1	.662	.090	.602
TX2	.474	.130	.298

Source: SPSS Outputs

The regression equation resulting from the calculation above takes the following form:

$$Y = 0.516 + 0.662 X1 + 0.474 X2$$

**t-test**

This test measures how much the independent variable (X) has an impact on the dependent variable (Y). The premise of this investigation is as follows:

H0 = Variables X and Y are unaffected by each other

H1=Variable X has an impact on variable Y

Table 4. Test Results t

Model		Nilai t Hitung	Nilai t tabel	Sig.
1	TX1	7.351	1.984	0,000
	TX2	3.632	1.984	0,000

Source: SPSS Outputs

Information:

- a) t-count (7,351) > t-table (1,984), which means that H0 is rejected and H1 is accepted, suggests that there is an independent effect (X1) on the dependent variable (Y). Therefore, discipline has an effect on employee performance.
- b) t-count (3,632) > t-table (1,984), which indicates that H0 is rejected and H1 is accepted, is evidence of the independent effect (X2) on the dependent variable (Y) based on data processing. As a result, leadership affects how well employees perform.

**F-test**

This test was run to simultaneously assess how each independent variable in the research model affected the dependent variable.

Table 5. F test results

Model		Sum of Sures	Df	Mean Square	F	Sig.
1	Regression	1327.263	2	663.632	126.347	.000 <sup>b</sup>
	Residual	509.487	97	5.252		
	Total	1836.750	99			

Source: SPSS Outputs

According to the aforementioned data, the F-count value is 126,347. Indicating that the variables X1 and X2 together have a significant impact on variable Y, H0 is rejected and H1 is accepted. The significance value is equal to 0.000, the F-table value is 3.09 with 100 respondents and a 10% precision level, the F-count value is obtained, and the F-table value.

### Determination Coefficient Test

The R Square test, also referred to as the coefficient of determination, is used to determine whether the proposed model adequately accounts for the observed data or, alternatively, whether the current regression line is still applicable.

Table 6. R and R Square test results

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.850 <sup>a</sup>	.723	.717	2.292

The table above shows the values of R = 0.850, R<sup>2</sup> (square) = 0.723, and the adjusted R square = 0.717. Then, the value of R<sup>2</sup> (square) = 0.723 demonstrates that Leadership and Discipline can explain employee performance by 72.3%, while other factors that are not included in the variables of this study can have a 27.7% impact on employee performance.

## DISCUSSION

- 1) The impact of discipline on employee performance: When t-count value (7,351) > t-table value (1,984) is compared, the disciplinary variable on employee performance is applicable. The One Hypothesis (H1) is accepted in place of the Zero Hypothesis (H0), indicating that employee performance is impacted by discipline.
- 2) The impact of leadership on employee performance: When t-count (3,632) is greater than t-table (1,984), the leadership variable on employee performance is applicable. The One Hypothesis (H1) is accepted in place of the Zero Hypothesis (H0), indicating that leadership affects employee performance.
- 3) The impact of leadership and discipline on employee performance can be determined by comparing the F-count and F-table values. If the F-count value (126,347) is higher than the F-table (3.09), the discipline and leadership variables will be revealed.

## CONCLUSION

Based on the findings of the analysis and discussion of the impact of discipline and leadership on the performance of Badan Pengusahaan (BP) Batam employees, the following conclusions are reached:

- 1) Discipline has an impact on the performance of Badan Pengusahaan (BP) Batam employees.
- 2) Leadership has an impact on the performance of employees at Badan Pengusahaan (BP) Batam.
- 3) Employees of Badan Pengusahaan (BP) Batam are affected by discipline and leadership.
- 4) Discipline and Leadership have a R squared value of 0.723, indicating that Discipline and Leadership can explain 72.3% of the performance of Badan Pengusahaan (BP) Batam employees.

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